CHRA STRATEGIC RECRUITMENT PLAN

EEO Worldwide Conference
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Introduction

- Changes in the global environment are driving the imperatives for Army personnel transformation.

- We must be ready, flexible and proactive to support a focused recruiting program to locate and hire the best talent available.

- CHRA recognized the need for a plan of action to focus not only on local requirements but also those at the regional and Army-wide levels.

The CHRA Strategic Recruitment Process

Involves *three* major areas:

1. Perform strategic needs assessment by occupational skills needed, size, scope and timing of recruitment efforts.

2. Develop comprehensive strategic outreach plans that identify various recruitment strategies.

3. Measure effects of outreach efforts and provide stakeholders with results.

The CHRA Strategic Recruitment Website

- This web site was designed to assist the HR community in achieving the strategic recruitment initiatives.

- The website provides the guidance and tools needed to determine organizational strategic recruitment needs, develop strategic outreach plans and measure return on investment.

- Preview of CHRA Strategic Recruitment Website

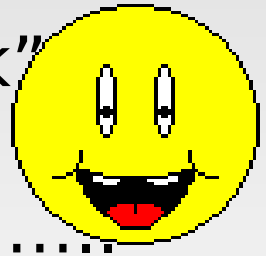
EEO Roles and Responsibilities

- Develops, administers, evaluates or advises on the Federal Government's internal EEO program.
- Administers special emphasis programs designed to solve employment problems of women, minorities, veterans, the handicapped, and others.

EEO Roles and Responsibilities (Con't)

- Identifies and takes actions designed to eliminate institutional barriers to equal employment.

- Investigates and resolves cases of alleged illegal discrimination, developing affirmative action plans and "similar work"



- All other duties as assigned……

EEO Recommendations

- Group discussion of the role that EEO representatives can play in supporting the strategic recruitment effort

At the Installation level

At the MACOM level

At the HQDA level